

April 14, 2026

**RE: Eastern Washington/Northern Idaho Area Collective Bargaining Agreement  
June 1, 2026, Increase**

Dear Employer:

Pursuant to the newly negotiated 2025-2028 Eastern Washington/Northern Idaho Area Collective Bargaining Agreement, there will be a three dollar and twenty-three cents (\$3.23) increase due **June 1, 2026**. The allocation is as follows:

\$2.73 Wages  
\$0.25 Health and Welfare  
\$0.25 Pension

For your convenience, enclosed please find the wage rates effective June 1, 2026 for all covered classifications. The rate for union dues is 5% of the taxable hourly wage converted to a cents per hour, times all hours worked. If your payroll department would like a wage sheet emailed, please contact Jason Cuadra at [contracts@ncscarpenters.org](mailto:contracts@ncscarpenters.org). If you have any questions, please do not hesitate to contact me.

Sincerely,



Jay Bradshaw  
Executive Secretary-Treasurer

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS  
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC  
EASTERN WASHINGTON**

**GENERAL CARPENTER**

**Rates Effective:** June 1, 2026 - May 31, 2027

**Full Package Benefits:**

WAPTO*	see chart
Pension**	6.16
401(k)	1.60 This contribution gets remitted to Zenith.
Health & Welfare	9.25
Apprenticeship	0.62
CITF	0.15
Vacation	0.56
Supplemental Dues	1.75
<b>TOTAL EMPLOYER CONTRIBUTION</b>	<b>\$20.09</b> plus WAPTO

**CSAC Trust Fund Remittances:**  
P: 213.386.8590  
employerservices@csacbenefits.org

**Agreement Holidays:**  
New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Friday after Thanksgiving  
Christmas Day

**Zenith Trust Fund Remittances:**  
Rachelle Anderson  
rranderson@zenith-american.com  
Sam Barlow  
sbarlow@zenith-american.com

**Washington Counties Covered:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima

Classification: General Carpenter		Vacation	Supp Dues	Total taxable (prior to WAPTO)	WAPTO*	Total Taxable (Hourly Wage)	Pension**	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)		0.56	1.75	53.51	1.34	54.85	6.16	1.60	9.25	0.62	0.15	<b>\$72.63</b>
Foreman (7% above Journeyman)		0.56	1.75	50.23	1.26	51.49	6.16	1.60	9.25	0.62	0.15	<b>\$69.27</b>
<b>Journeyman</b>		<b>0.56</b>	<b>1.75</b>	<b>46.94</b>	<b>1.17</b>	<b>48.11</b>	<b>6.16</b>	<b>1.60</b>	<b>9.25</b>	<b>0.62</b>	<b>0.15</b>	<b>\$65.89</b>
8th Period Apprentice	95%	0.56	1.75	44.59	1.11	45.70	6.16	1.60	9.25	0.62	0.15	<b>\$63.48</b>
7th Period Apprentice	90%	0.56	1.75	42.25	1.06	43.31	6.16	1.60	9.25	0.62	0.15	<b>\$61.09</b>
6th Period Apprentice	85%	0.56	1.75	39.90	1.00	40.90	6.16	1.60	9.25	0.62	0.15	<b>\$58.68</b>
5th Period Apprentice	80%	0.56	1.75	37.55	0.94	38.49	6.16	1.60	9.25	0.62	0.15	<b>\$56.27</b>
4th Period Apprentice	75%	0.56	1.75	35.21	0.88	36.09	6.16	1.60	9.25	0.62	0.15	<b>\$53.87</b>
3rd Period Apprentice	70%	0.56	1.75	32.86	0.82	33.68	6.16	1.60	9.25	0.62	0.15	<b>\$51.46</b>
2nd Period Apprentice	65%	0.56	1.75	30.51	0.76	31.27	6.16	1.60	9.25	0.62	0.15	<b>\$49.05</b>
1st Period Apprentice	60%	0.56	1.75	28.16	0.70	28.86	-	-	9.25	0.62	0.15	<b>\$38.88</b>

**Dues: The rate for union dues deduction is \$1.75 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.**

**\*WAPTO (WAPSL) = 2.5% of total taxable shall be paid for every hour worked and is not subject to overtime calculations. In the event an employer is paying above scale, the WAPTO shall be 2.5% of the actual wage being paid to the employee.  
WAPSL = Washington Paid Sick Leave**

**\*\*No Pension contributions will be paid for apprentices during the 1st period (including 401k)  
Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage prior to WAPTO (Total Taxable Wage prior to WAPTO x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).**

**Zone Pay:** Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer.

The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

<b>Zone Miles:</b>	0-45 Miles	FREE
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

**Zone Pay Dispatch Points:**

- KENNEWICK City Hall (210 West 6th Ave.)**
- SPOKANE City Hall (808 West Spokane Falls Blvd)**
- WENATCHEE City Hall (301 Yakima Street)**
- COEUR D' ALENE City Hall (710 East Mullen Ave)**
- MOSCOW City Hall (206 East 3rd Street)**

**FOR OFFICE USE BELOW**

**Rate Classes:**

EWAC Eastern WA General Carpenter

**NEGOTIATED INCREASES:**

June 1, 2027 - \$3.24 to be allocated by the union  
Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS  
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC  
EASTERN WASHINGTON**

**HEAVY, BRIDGE, DOCK & WHARF CARPENTER**

**Rates Effective:** June 1, 2026 - May 31, 2027

<b>Full Package Benefits:</b>	WAPTO*	see chart
	Pension**	6.16
	401(k)	1.60 This contribution gets directly remitted to Zenith.
	Health & Welfare	9.25
	Apprenticeship	0.62
	CITF	0.15
	Vacation	0.56
	<u>Supplemental Dues</u>	<u>\$1.91</u>
	<b>TOTAL EMPLOYER CONTRIBUTION</b>	<b>\$20.25</b> plus WAPTO

**CSAC Trust Fund Remittances:**  
P: 213.386.8590  
employerservices@csacbenefits.org

**Agreement Holidays:**  
New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Friday after Thanksgiving  
Christmas Day

**Zenith Trust Fund Remittances:**  
Rachelle Anderson  
rranderson@zenith-american.com  
Sam Barlow  
sbarlow@zenith-american.com

**Washington Counties Covered:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima

Classification: Heavy, Bridge, Dock & Wharf Carpenter	Vacation	Supp Dues	Total taxable (prior to WAPTO)	WAPTO*	Total Taxable (Hourly Wage)	Pension**	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)	0.56	1.91	58.07	1.45	59.52	6.16	1.60	9.25	0.62	0.15	<b>\$77.30</b>
Foreman (7% above Journeyman)	0.56	1.91	54.51	1.36	55.87	6.16	1.60	9.25	0.62	0.15	<b>\$73.65</b>
<b>Journeyman</b>	<b>0.56</b>	<b>1.91</b>	<b>50.94</b>	<b>1.27</b>	<b>52.21</b>	<b>6.16</b>	<b>1.60</b>	<b>9.25</b>	<b>0.62</b>	<b>0.15</b>	<b>\$69.99</b>
8th Period Apprentice	95%	0.56	48.39	1.21	49.60	6.16	1.60	9.25	0.62	0.15	<b>\$67.38</b>
7th Period Apprentice	90%	0.56	45.85	1.15	47.00	6.16	1.60	9.25	0.62	0.15	<b>\$64.78</b>
6th Period Apprentice	85%	0.56	43.30	1.08	44.38	6.16	1.60	9.25	0.62	0.15	<b>\$62.16</b>
5th Period Apprentice	80%	0.56	40.75	1.02	41.77	6.16	1.60	9.25	0.62	0.15	<b>\$59.55</b>
4th Period Apprentice	75%	0.56	38.21	0.96	39.17	6.16	1.60	9.25	0.62	0.15	<b>\$56.95</b>
3rd Period Apprentice	70%	0.56	35.66	0.89	36.55	6.16	1.60	9.25	0.62	0.15	<b>\$54.33</b>
2nd Period Apprentice	65%	0.56	33.11	0.83	33.94	6.16	1.60	9.25	0.62	0.15	<b>\$51.72</b>
1st Period Apprentice	60%	0.56	30.56	0.76	31.32	-	-	9.25	0.62	0.15	<b>\$41.34</b>

**Dues:** The rate for union dues deduction is \$1.91 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

**\*WAPTO (WAPSL) = 2.5% of total taxable shall be paid for every hour worked and is not subject to overtime calculations. In the event an employer is paying above scale, the WAPTO shall be 2.5% of the actual wage being paid to the employee.**  
WAPSL = Washington Paid Sick Leave

**\*\*No Pension contributions will be paid for apprentices during the 1st period (including 401k)**  
**Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage prior to WAPTO (Total Taxable Wage prior to WAPTO x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).**

**Zone Pay:** Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer.

The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

<b>Zone Miles:</b>	0-45 Miles	FREE
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

**Zone Pay Dispatch Points:**

- KENNEWICK City Hall (210 West 6th Ave.)**
- SPOKANE City Hall (808 West Spokane Falls Blvd)**
- WENATCHEE City Hall (301 Yakima Street)**
- COEUR D' ALENE City Hall (710 East Mullen Ave)**
- MOSCOW City Hall (206 East 3rd Street)**

**FOR OFFICE USE BELOW**

**Rate Classes:**

**EWAH** Eastern WA Heavy, Bridge, Dock & Wharf Carpenter

**NEGOTIATED INCREASES**

June 1, 2027 - \$4 over the General Carpenter Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS  
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC  
EASTERN WASHINGTON**

**PILE DRIVER**

**Rates Effective:** June 1, 2026 - May 31, 2027

<b>Full Package Benefits:</b>	WAPTO*	see chart
	Pension**	6.16
	401(k)	1.60 This contribution gets directly remitted to Zenith.
	Health & Welfare	9.25
	Apprenticeship	0.62
	CITF	0.15
	MW/PD First Industry Fund	0.05
	Vacation	0.56
	Supplemental Dues	1.98
	<b>TOTAL EMPLOYER CONTRIBUTION</b>	<b>\$20.37</b> plus WAPTO

**CSAC Trust Fund Remittances:**  
P: 213.386.8590  
employerservices@csacbenefits.org

**Agreement Holidays:**  
New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Friday following Thanksgiving  
Christmas

**Zenith Trust Fund Remittances:**  
Rachelle Anderson  
rranderson@zenith-american.com  
Sam Barlow  
sbarlow@zenith-american.com

**Counties Covered: Washington:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima

Classification: Pile Driver	Vacation	Supp Dues	Total Taxable (prior to WAPTO)	WAPTO*	Total Taxable (Hourly Wage)	Pension**	401k	Health & Welfare	Appren	CITF	MW/PD FIRST	TOTAL PACKAGE
Pile Driver General Foreman (14% above Journeyman)	0.56	1.98	59.84	1.50	61.34	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$79.17</b>
Pile Driver Foreman (7% above Journeyman)	0.56	1.98	56.16	1.40	57.56	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$75.39</b>
<b>Pile Driver Journeyman</b>	<b>0.56</b>	<b>1.98</b>	<b>52.49</b>	<b>1.31</b>	<b>53.80</b>	<b>6.16</b>	<b>1.60</b>	<b>9.25</b>	<b>0.62</b>	<b>0.15</b>	<b>0.05</b>	<b>\$71.63</b>
95% Apprentice 8th Period	0.56	1.98	49.87	1.25	51.12	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$68.95</b>
90% Apprentice 7th Period	0.56	1.98	47.24	1.18	48.42	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$66.25</b>
85% Apprentice 6th Period	0.56	1.98	44.62	1.12	45.74	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$63.57</b>
80% Apprentice 5th Period	0.56	1.98	41.99	1.05	43.04	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$60.87</b>
75% Apprentice 4th Period	0.56	1.98	39.37	0.98	40.35	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$58.18</b>
70% Apprentice 3rd Period	0.56	1.98	36.74	0.92	37.66	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$55.49</b>
65% Apprentice 2nd Period	0.56	1.98	34.12	0.85	34.97	6.16	1.60	9.25	0.62	0.15	0.05	<b>\$52.80</b>
60% Apprentice 1st Period	0.56	1.98	31.49	0.79	32.28	-	-	9.25	0.62	0.15	0.05	<b>\$42.35</b>

**Dues: The rate for union dues deduction is \$1.98 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.**

**\*WAPTO (WAPSL) = 2.5% of total taxable shall be paid for every hour worked and is not subject to overtime calculations. In the event an employer is paying above scale, the WAPTO shall be 2.5% of the actual wage being paid to the employee.  
WAPSL = Washington Paid Sick Leave**

**\*\*No Pension contributions will be paid for apprentices during the 1st period (including 401k)  
Overtime, Apprentices rates and Premiums are calculated based on the Total Taxable Wage prior to WAPTO (Total Taxable Wage prior to WAPTO x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).**

**Zone Pay:** Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer. Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below. Zone pay shall be paid for hours worked.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

<b>Zone Miles:</b>	0-45 Miles	FREE
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

**KENNEWICK City Hall (210 West 6th Ave.)**

**SPOKANE City Hall (808 West Spokane Falls Blvd)**

**WENATCHEE City Hall (301 Yakima Street)**

**COEUR D' ALENE City Hall (710 East Mullen Ave)**

**MOSCOW City Hall (206 East 3rd Street)**

**FOR OFFICE USE BELOW**

**Rate Classes:**

**EWAPD** Eastern WA Pile Driver

**NEGOTIATED INCREASES:**

June 1, 2027 -\$3.24 to be allocated by the union  
Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS  
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC  
EASTERN WASHINGTON**

**DIVER**

**Rates Effective:** June 1, 2026 - May 31, 2027

<b>Full Package Benefits:</b>	WAPTO*	See chart
	Pension**	6.16
	401(k)	1.60 This contribution gets directly remitted to Zenith.
	Health & Welfare	9.25
	Apprenticeship	0.62
	CITF	0.15
	Vacation	0.56
	Supplemental Dues	2.34
	<b>TOTAL EMPLOYER CONTRIBUTION</b>	<b>\$20.68</b> plus WAPTO

**CSAC Trust Fund Remittances:**  
P: 213.386.8590  
employerservices@csacbenefits.org

**Agreement Holidays:**  
New Year's Day  
Memorial Day  
Independence Day  
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Thanksgiving Day  
Friday after Thanksgiving  
Christmas Day

**Zenith Trust Fund Remittances:**  
Rachelle Anderson  
rranderson@zenith-american.com  
Sam Barlow  
sbarlow@zenith-american.com

**Counties Covered: Washington:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima

Classification: Diver	Vacation	Supp Dues	Total taxable (prior to WAPTO)	WAPTO*	Total Taxable (Hourly Wage)	Pension**	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
Divers Including Stand-By Diver	0.56	2.34	58.16	1.45	59.61	6.16	1.60	9.25	0.62	0.15	\$77.39
Diver Diving	0.56	2.34	116.32	2.91	119.23	6.16	1.60	9.25	0.62	0.15	\$137.01
Lead Diver/Dive Master	0.56	2.34	71.29	1.78	73.07	6.16	1.60	9.25	0.62	0.15	\$90.85
Dive Supervisor	0.56	2.34	117.82	2.95	120.77	6.16	1.60	9.25	0.62	0.15	\$138.55
Diver Tender	0.56	2.34	57.16	1.43	58.59	6.16	1.60	9.25	0.62	0.15	\$76.37
Assistant Tender	0.56	2.34	53.49	1.34	54.83	6.16	1.60	9.25	0.62	0.15	\$72.61
Manifold Operator	0.56	2.34	57.16	1.43	58.59	6.16	1.60	9.25	0.62	0.15	\$76.37
Manifold Operator Mixed Gas	0.56	2.34	61.16	1.53	62.69	6.16	1.60	9.25	0.62	0.15	\$80.47
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	0.56	2.34	58.16	1.45	59.61	6.16	1.60	9.25	0.62	0.15	\$77.39
ROV Operator	0.56	2.34	57.16	1.43	58.59	6.16	1.60	9.25	0.62	0.15	\$76.37
ROV Tender/Technician	0.56	2.34	53.49	1.34	54.83	6.16	1.60	9.25	0.62	0.15	\$72.61

**Dues:** The rate for union dues deduction is \$2.34 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.  
**Overtime, Apprentice rates and Premiums** are calculated based on the Total Taxable Wage prior to WAPTO (Total Taxable Wage prior to WAPTO x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

**WAPSL = Washington Paid Sick Leave**

**\*\*No Pension contributions will be paid for apprentices during the 1st period (including 401k)**  
**Overtime, Apprentice rates and Premiums** are calculated based on the Total Taxable Wage prior to WAPTO (Total Taxable Wage prior to WAPTO x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

**Premiums:** See Article IV Pay Scales, Section K

**Travel Pay:** receive per diem  
a. the address of Spokane City Hall, or  
b. the employee's primary residence, whichever is closer to the project site.

**Zone Pay Allowance:**  
0-45 Miles FREE  
45-70 Miles \$4.00 per hour  
71 Miles & over \$120.00 per day

Distance shall be determined using Google Maps with the "shortest route" filter applied. Employees receiving travel pay will be compensated at their regular hourly rate for hours worked.

**FOR OFFICE USE BELOW**

**Rate Classes:**

<b>EWAD</b>	Eastern WA Diver
<b>EWADD</b>	Eastern WA Diver Diving
<b>EWADM</b>	Eastern WA Dive Master
<b>EWADS</b>	Eastern WA Diver Supervisor
<b>EWADT</b>	Eastern WA Diver Tender
<b>EWADTA</b>	Eastern WA Asst Tender
<b>EWAMO</b>	Eastern WA Manifold Operator
<b>EWAMOG</b>	Eastern WA Manifold Operator Mixed Gas
<b>EWAO</b>	Eastern WA Operator Not Under Pressure
<b>EWARO</b>	Eastern WA ROV Operator
<b>EWART</b>	Eastern WA Tender/Tech

**NEGOTIATED INCREASES:**

June 1, 2027 - Contingent on the MLA Agreement runs through May 31, 2028